CHEMICAL DEPENDENCY ASSESSMENT
EVALUATION FORM
Revised 9-29-14

Assessment Completed By:	Length of Assessment:
Date Assessment Observed:	Assessment Observed By:

The following items should be rated for the staff's assessment skills, ability to engage the client using Motivational Interviewing techniques, obtain accurate information, ability to arrive at the appropriate diagnosis and conceptualize the necessary level of care to place a client to meet the client's substance use needs. For each item on this form, decide if the staff member is "very satisfactory" (2)—there are no recommendations for improvement in this area, "satisfactory" (1)— item was met, but there is some room for improvement, or "needs improvement" (0)—coaching/direction is needed. This assessment should be scored during observation of the actual interaction with the client or watching a video-taped session. The total score for each sub-domain should reflect an average rating for that section by dividing the *number of points earned* by the *number of items scored* in that section (excluding items marked N/A). This average rating should range between 0 and 2. The overall assessment rating is the average rating for the entire assessment. The average sub-domain and overall rating provides a measure of progress for assessment counselor.

ASSESSMENT SKILL ITEMS	Very Satisfactory=2 Satisfactory=1 Needs Improvement=0 Not Applicable=N/A	COMMENTS
A. ASSESSMENT STRUCTURE		
1. Is prepared for the assessment (has appropriate supporting documentation, has reviewed CMIS logs, incident reports, prior placements and client UDS/Alco)		
2. Makes good use of the assessment time (meaningful discussion, good pacing, stays on task, completes all areas of the assessment, allows client to express them self)		
Overall Assessment Counselor Structure Rating	Total points = _____	Avg rating (Total points / # of items) =_____
B. ASSESSMENT COUNSELOR KNOWLEDGE/MODELING		
1. Demonstrates clear understanding of the cognitive-behavioral model (understands CBT concepts, applies thought/behavior link and uses the skill throughout the assessment)		
2. Does not make or reinforce derogatory/antisocial comments, jokes or remarks (i.e. laugh or agree with antisocial comments)		
3. Attempts to address responsivity issues/participant barriers (language, comprehension level, culture, transportation, physical disability)		
Overall Assessment Counselor Knowledge/Modeling Rating	Total points = _____	Avg rating (Total points / # of items) =_____
ASSESSMENT/INTERVIEWING SKILL ITEMS	**Very Satisfactory=2 Satisfactory=1 Needs Improvement=0 Not Applicable=N/A**	
C. ASSESSMENT/INTERVIEWING AND INTERVENTION COMPETENCIES		
1. Establishes assessment/interviewing norms		***2-10 are utilized in question #1**
2. * Ability to focus and manage the assessment/interview to gain appropriate information with in time frames		
3. * Communicates with the client at the clients' level of comprehension		
4. * Skill in obtaining collateral information/using the information to create discrepancy throughout assessment interview (ability to provide confrontation effectively if needed)		
5. * Understanding of/sensitivity to co-morbidities, developmental, gender, medical, epidemiological, pharmacological, social, systems, and other factors in assessment		
6. * Understanding of/sensitivity to cultural diversity issues in assessment		
7. * Recognizes and respects client boundaries.		
8. * Ability to make direct, relevant, therapeutic-timed, and succinct comments		
9. * Awareness/management of countertransference		
10. * Ability to facilitate client's self-awareness/present therapeutic interpretations		
11. * Skill and judgment in treatment planning (considers alternatives, necessity, objectives, strategies, frequencies, length, and expectations)		

Overall Behavior Management Rating	Total points=_____	Avg rating (Total points / # of items) =_____
D. COMMUNICATION/MOTIVATIONAL INTERVIEWING SKILLS		
1. Identifies, encourages, and responds to client change talk (DARN: Preparatory **Change talk** and CAT: Activating Change talk): • Desire-Client expresses a wish to attain or succeed • Ability-I could statements, confidence • Reasons-How change could make things better or worse • Need-I've got to , I must • Commitment-Expresses a readiness or agreement to change, what does the clients intend to do • Activating-what is the client ready and willing to do • Taking steps-what has the client already done		
2. Uses OARS to support the client in safely exploring experiences, concerns, values and motivations: • Open ended questions to engage the client in discussion and summarizes key concepts of each area of the assessment • Affirmation • Reflective Listening • Summaries		
Overall Communication Rating	Total points=_____	Avg rating (Total points / # of items) =_____
OVERALL AVERAGE ASSESSMENT RATING (total points/total items)	**____ / ____ = _____**	

Areas of Strength: _____

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Areas for training or growth: _____

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Evaluator Signature/Title: _____ Review Date: _____

Facilitator Signature(s): _____ Review Date: _____

ASSESSMENT OBSERVATION NOTES:

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CC/9/29/14